



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS AIR FORCE PERSONNEL CENTER
RANDOLPH AIR FORCE BASE TEXAS

MEMORANDUM FOR

FROM HQ AFPC/DPKCD
555 E Street West, Suite 1
Randolph AFB TX 78150-4530

SUBJECT Non-Appropriated Fund (NAF) Career Program Policy Changes

The NAF Services Career Program would like to inform you of several changes to be implemented as a result of the Services Policy Council held 4 September 2002. The following excerpts, from approved Policy Council minutes, will take effect 1 January 2003.

5-year Overseas Limitation. Appropriated Fund (APF) service will not count towards NAF 5 year overseas tour limit. When an APF employee serving an overseas tour accepts a NAF overseas position, the 5-year tour limit begins the first day of NAF employment. If the employee subsequently accepts another APF position overseas without fulfilling the Continental United States (CONUS) residency requirement, the total overseas APF time is cumulative. The same is true for NAF employees accepting APF positions. 5-year Overseas Limitation applies to all AF NAF Career covered positions for both local and stateside hires. The Human Resource Offices (HRO) is responsible for tracking 5-year overseas limitation.

CONUS Residency Requirement. NAF Career Program CONUS residency requirement is now one year.

NAF Career Program Overseas return entitlement. Employees in career covered positions, selected from NAF Career Program certificates, that are eligible to sign a Transportation Agreement may elect to be placed on Priority Placement Referral (PPR) upon completion of their tour. PPR employees will be referred to all qualified positions CONUS wide, within reasonable salary range. Reasonable salary is defined as: minimum of last stateside salary plus yearly cola adjustment up to current basic salary. The HRO will calculate the range based on personnel actions and annotate salary on Notification Letter provided to the employee. The HRO will notify and counsel the employee within 6 months of Date Estimated Return Overseas (DEROS). PPR employee will remain in regular status until selection or declination of reasonable offer. If the employee declines any reasonable offer within the range, as defined above, they will be separated and returned to their home of record. While on PPR, the employee may elect to be separated and exercise their return transportation entitlement to home of record. Locally hired NAF Career Program employees are not eligible to participate in PPR.

Positions are not advertised if a PPR candidate is available. The base will be issued a certificate with qualified PPR candidates only. If the base does not wish to select a PPR candidate, they must request a waiver from ILV. If the waiver is approved, the base may not recruit for that vacancy for a period of 12 months. If employee declines a reasonable salary offer, the position will be advertised and a full certificate will be issued.

New Career Covered position. Golf Course Superintendent positions have been added to the NAF Career Program.

New Management Trainee Positions. Golf Management Specialist and Golf Superintendent positions have been added to the NAF Management Trainee program.

If you have any questions, please contact Maria Wells or Bobbie Nugent, DSN 665-4055.



WILLIAM E. M. WILSON
Chief, Services Career Program